

# Person Specification

## Associate Assistant Principal

|  | <b>Essential</b>   | <b>Desirable</b>   |
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| <b>Qualifications, Knowledge and Skills</b>      | <ul style="list-style-type: none"> <li>Graduate (with a good honours degree)</li> <li>Ability to teach Mathematics to A Level</li> <li>Qualified Teacher Status</li> <li>Demonstrate commitment to continued professional and personal development</li> </ul>  |  |
| <b>Experience, Knowledge &amp; Understanding</b> | <ul style="list-style-type: none"> <li>Knowledge of high-quality Mathematics curriculum design</li> <li>Evidence of wide reading and a genuine interest in research in both Mathematics, pedagogy and leadership</li> <li>Experience of leading curriculum area(s)/projects or whole school area of responsibility which impacted positively on student progress</li> <li>Evidence of leading, supporting and managing others, both individuals and teams and ensuring high quality performance</li> <li>Experience of managing and implementing change successfully at department or whole school level</li> <li>Commitment to extra-curricular learning activities</li> <li>An awareness of good practice in identifying individual needs and providing appropriate curriculum provision and intervention</li> <li>Confidence to try a range of teaching strategies and approaches</li> <li>Exercise firm and fair discipline and develop positive relationships with students, parents, staff and school leaders</li> </ul> | <ul style="list-style-type: none"> <li>Evidence of effective experience in supporting other school leaders and / or teachers at middle or senior level</li> <li>Experience of exam board marking and moderation</li> </ul> |
| <b>Skills &amp; Abilities</b>                    | <ul style="list-style-type: none"> <li>Coach, mentor, support and challenge others to develop as inspiring professionals</li> <li>Monitor, evaluate and review provision and performance data that can be used to improve the quality of teaching, learning, assessment and outcomes</li> <li>Inspire young people by providing,</li> </ul>  | <ul style="list-style-type: none"> <li>Budget management and deployment of resources</li> </ul>  |

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|  | <p>through Maths and Numeracy, a relevance and context to the wider world / innovative and engaging learning experiences which challenge and motivate students</p> <ul style="list-style-type: none"> <li>• Proven ability to identify and implement strategies to raise standards of teaching and learning and student outcomes through line management</li> <li>• Lead and manage own work effectively and take responsibility for own professional development</li> <li>• Enhance performance by motivating and developing staff, helping them to acquire the skills to prepare for more senior roles</li> <li>• A student/centred professional</li> </ul>   |  |
| <b>Personal Qualities &amp; Attributes</b> | <ul style="list-style-type: none"> <li>• Successful working relationships with colleagues / other stakeholders</li> <li>• Innovative, able to contribute new ideas and help establish them</li> <li>• Energy and flexibility</li> <li>• A professional approach borne out of confidence and effectiveness in role</li> <li>• Role model of best practice</li> <li>• Maintain a positive attitude and keeps calm under pressure</li> <li>• Communicate effectively and concisely both in verbal and written form to a variety of audiences</li> <li>• A high degree of personal and professional integrity, confidence and loyalty</li> <li>• Emotional and social resilience and intelligence in the face of challenge</li> <li>• Enthusiasm for and commitment to the achievement of the vision for success at all levels</li> </ul> |  |
| <b>Commitment To</b>                       | <ul style="list-style-type: none"> <li>• Raising standards of student achievement</li> <li>• Continued Professional Development</li> <li>• Community liaison including parental involvement</li> <li>• Links with HE and industry/business</li> <li>• Commitment to diversity and equality of opportunity in all working practices</li> <li>• Enhancing the SMSC awareness of young people and modelling British Values</li> </ul>  | <ul style="list-style-type: none"> <li>• Further career development</li> </ul> |
| <b>Attendance</b>                          | <ul style="list-style-type: none"> <li>• A good attendance record in current employment, (not including absences due to disability)</li> </ul>  |  |

**\*The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.**